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LEGISLATION CONCERNING THE EMPLOYMENT  
OF WOMEN

PROVINCIAL LAWS

July, 1945

Legislation Branch  
Department of Labour of Canada

Ottawa





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**Prefatory Note**

This pamphlet contains a brief statement of the provisions concerning the employment of women which are contained in the statutes and statutory regulations of the provinces of Canada. Certain provisions apply in some provinces only to women workers and in other provinces to all employees. Information concerning both is given in such cases. Information concerning minimum wages established for women and the conditions governing the payment of wages will be published in a later pamphlet.



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## PROVINCIAL LAWS CONCERNING THE EMPLOYMENT OF WOMEN

### 1. Laws Governing Hours of Work and Related Conditions

#### Maximum Hours

##### ALBERTA

No female may be employed (except as domestic servant or farm worker) for more than 8 hours in a day or 48 in a week, but longer hours may be worked on one or more days to make up for a shorter day.

Exceptions in case of accident or urgent work to be done to machinery or plant or in case of force majeure.

Permanent and temporary exemptions may be permitted by Board of Industrial Relations. Seasonal exemptions have been made for some industries.

Women in financial institutions and receiving special training whose salary schedules have been approved by Board are limited to 44 hours in a week but in one month of the year may be employed 196 hours provided daily hours do not exceed 9.

##### BRITISH COLUMBIA

No female may be employed in an "industrial undertaking" for more than 8 hours in a day or 48 in a week but longer hours may be worked on one or more days to make up for a shorter day, but in such case the daily limit must not exceed 9 hours nor the weekly limit 48 hours.



Maximum Hours (Cont'd)

Exceptions in case of accident or urgent work to be done to machinery or plant or in case of force majeure.

Permanent and temporary exemptions may be permitted by Board of Industrial Relations. When hours are permitted to exceed 8 and 48, they may not be more than 9 and 54 and are not to be extended on more than 36 days in a year. Seasonal exemptions are made for some industries.

"Industrial undertakings" include mines and quarries; factories; laundries; shipyards; logging; construction; shops; bakeries; catering in hotels, restaurants, dance-halls, lunchrooms or any place where food is served; elevator operation; transport by road; hotels (clerical work).

No person may be employed in a laundry or dry cleaning or dressmaking establishment for more than 8 hours in a day and 48 in a week.

MANITOBA

The Lieutenant-Governor in Council may exempt any establishment from the Act.

No woman may be employed in a factory, laundry or place of amusement, except with permit, for more than 9 hours in a day or 48 in a week between Sunday midnight and Saturday midnight.

When exemption is permitted, hours are limited to 3 additional hours in a day, 6 additional hours in a week and 120 extra hours in a year.

No woman may be employed in a shop, office, hotel, restaurant or in any other place of employment (except a private home, religious or charitable institution or nurses'



Maximum Hours (Cont'd)

training school or by a municipal body) for more than 48 hours in a week except with permit.

When permitted, 3 additional hours in a day may be worked but not more than 6 additional hours in a week or 120 hours in a year.

NEW BRUNSWICK

The Lieutenant-Governor in Council may exempt any factory from the Factories Act. Fruit, vegetable and fish canneries are outside the scope of the Act.

No woman or girl may be employed in a factory for more than 9 hours in a day or 54 in a week from Sunday midnight to Saturday midnight except with permit.

NOVA SCOTIA

The Lieutenant-Governor in Council may exempt any factory from the Factory Act.

Employer may, with permit, on not more than 36 days in a year, employ woman or girl up to  $12\frac{1}{2}$  hours in a day or  $72\frac{1}{2}$  hours between Sunday midnight and Saturday midnight.

ONTARIO

Under the Hours of Work and Vacations with Pay Act, 1944, which prevails over any legislative provision for longer hours, no person may be employed, except in a supervisory or



Maximum Hours (Cont'd)

confidential capacity, more than 8 hours in a day and 48 in a week in any undertaking, occupation, trade or business, but longer hours may be worked on one or more days in order to permit shorter hours on one day or to permit a 5-day week.

War industries may be allowed special conditions by Industry and Labour Board. Exemption is permitted in case of accident, or work urgently required to machinery or plant or in case of force majeure.

Longer hours may be agreed upon by representatives of employees and approved by Board where, in its opinion, it is not feasible to apply 8-hour and 48-hour limits.

Board may permit longer hours because of nature of work or perishable nature of raw material.

Overtime, except in case of war industries or of accident, urgent repairs or force majeure, is limited to 120 hours in 1945 for any one establishment, irrespective of the number of persons employed overtime on any one day.

Special wartime regulations have been made for hotels, restaurants and shops. They are to remain in effect as long as the labour shortage warrants. Restaurant workers given meals on premises must be on premises 9 hours, of which two one-half-hour periods are for meals. Special overtime of not more than 25 hours in a month for any restaurant, irrespective of number employed overtime on any one day, is permitted from January 1, 1945, to May 1, 1945, and thereafter in the same proportion, as long as the labour shortage continues.

However, no female may be employed for more than 10 hours in any day or 60 hours in a week. Hotel workers may be employed longer hours than 8 and 48 if this is agreed upon, overtime being worked as required. In shops, overtime on one or more days is permitted, provided 48 is the maximum for the week and 120 hours the maximum for the establishment.



Maximum Hours (Cont'd)

Under the Factory, Shop and Office Building Act, over which the shorter hours provided by the Hours of Work and Vacations with Pay Act prevail, no female may be employed in a factory, shop, bakeshop or restaurant for more than 10 hours in a day or 60 in a week but, in a factory, the inspector, in case of accident to motive power or machinery or because of custom or exigencies of trade, may permit employment for not more than  $12\frac{1}{2}$  hours in a day and  $72\frac{1}{2}$  in a week on not more than 36 days in any 12 months.

Women may be employed in a factory, if the inspector permits, on two shifts of not more than 8 hours each, the two shifts falling between 6 a.m. and 11 p.m.

**QUEBEC**

The Lieutenant-Governor in Council may exempt any establishment from the Industrial and Commercial Establishments Act.

No female may be employed in a factory for more than 10 hours in a day or 55 in a week between Sunday midnight and Saturday midnight.

Exemption from these limits may be permitted by the inspector, to make up lost time or to meet the exigencies of the industry or trade, up to 12 hours in a day or 65 in a week for a period of not more than six weeks.



Maximum Hours (Cont'd)

Women may, however, be employed in a factory on day-work on a two-shift system, if the inspector so permits, the shifts not to exceed eight hours each and the two shifts falling between 6 a.m. and 11 p.m.

No female may be employed for more than 60 hours in a week in a shop in a town of over 10,000 population.

Exceptions are made for the fortnight preceding New Year's Day and under the conditions noted above for factories.

No person may be employed in a beauty parlour on the Island of Montreal for more than 55 hours in a week.

No person may be employed in a hotel or restaurant for more than 12 hours in any 24 consecutive hours.

SASKATCHEWAN

The Lieutenant-Governor in Council may exempt any factory from the Factories Act.

No female may be employed in a factory for more than 48 hours in a week between Sunday midnight and Saturday midnight.

Exceptions are made in case of accident to motive power or to machinery or where customs or exigencies of trade require it, when inspector may permit up to  $12\frac{1}{2}$  hours in one day or  $72\frac{1}{2}$  in one week on not more than 36 days in a year.



Night Work

ALBERTA

Regulations, April 26, 1941, which prohibited employment between 12 midnight and 6 a.m. of women, other than hospital workers and telephone operators, were rescinded for the duration of the war on September 9, 1941.

BRITISH COLUMBIA

No woman or girl may be employed in a factory between 8 p.m. and 7 a.m.

MANITOBA

No woman may be employed in a factory between 10 p.m. and 7 a.m. No person under 18 may be employed habitually between 9 p.m and 6 a.m. In a hotel or restaurant, no work-period for women may end between 1 a.m. and 6 a.m.

NOVA SCOTIA

Employer may not employ women between 9 p.m. and 6 a.m. except during July - October inclusive. In these months women over 18 may be employed after 9 p.m. in fruit and vegetable canneries on not more than 20 days.

ONTARIO

No female may be employed in a factory between 6.30 p.m. and 7 a.m. except when overtime is permitted when the



### Night Work (Cont'd)

prohibited hours are between 9 p.m. and 6 a.m..

When two day-shifts of not more than eight hours each are worked, no woman may be employed between 11 p.m. and 6 a.m.

In 1939, a committee appointed by the Minister laid down conditions under which women could be employed at night on essential war work:

No night-shift may exceed 10 hours and there may be not more than 6 shifts in a week.

No night-shift may finish before 6 a.m and where, for any reason, a shift finishes earlier, safe transport home has to be provided at employer's expense.

One half-hour lunch period may be given in each shift if two 15-minute rest-periods are also allowed.

No female may be employed in a shop or restaurant between 11 p.m. and 7 a.m. except with permit from inspector.

Where permit is given to employ women in a restaurant until 2 a.m., employer must provide at his own expense safe transport to worker's home any time after 12 midnight, and a bonus of 30 cents per night must be paid.

### QUEBEC

No female may be employed in a factory between 6 p.m. and 6 a.m. unless longer hours are permitted by the inspector in which case work is prohibited between 9 p.m. and 6 a.m.



Night Work (Cont'd)

When two day-shifts are worked, no woman may be employed between 11 p.m. and 6 a.m.

On March 23, 1940, factories producing war material were exempted by Order in Council (1257) from the section of the Act which prohibits night-work by females, the conditions to apply to be determined by the inspector for a period of six months after which they are reviewed. Certain conditions apply to all such factories.

No girl under 18 may be employed on a night-shift, i.e., after 11 p.m. on the 3-shift system or after 7 p.m. on the 2-shift system; a meal-period of at least 30 minutes must be given on each shift; two rest-periods of 10 or 15 minutes each must be allowed in each shift.

No female may be employed in a shop between 11 p.m. and 7 a.m. nor after 10 p.m. on the day before Christmas, New Year's Day and the day before Easter Sunday.

No person may be employed in a beauty parlour on the Island of Montreal between 7 p.m. and 9 a.m. except on Saturday when the prohibited period is from 9 p.m. to 9 a.m.

SASKATCHEWAN

No female may be employed after 6.30 p.m. except with permit. When longer hours are permitted by the inspector, no work may be done between 10 p.m. and 7 a.m.



Night Work (Cont'd)

In 1942, the Factories Act was amended to permit the Minister to exempt any factory from the provisions limiting the hours of women and young persons and forbidding night-work by these classes, and certain others.

Under this authority, some factories producing war material or food for the British Food Ministry have been allowed to employ women during the period between 6.30 p.m. and 7 a.m., but not for more than 48 hours in a week.

Time for Meals

BRITISH COLUMBIA

Every female in a factory must be allowed at least one hour at noon for a meal. When hours longer than 8 in a day are permitted and work continues beyond 7 p.m., not less than 45 minutes must be given for an evening meal between 5 p.m. and 8 p.m.

MANITOBA

Every female in a factory must be allowed at least one hour for a noon meal, and, if work is prolonged beyond 7 p.m., 45 minutes must be allowed for an evening meal between 5 p.m. and 8 p.m.



Time for Meals (Cont'd)

In shops and offices, every female must be allowed not less than one hour for lunch.

In hotels and restaurants, females and bell-boys must be allowed one half-hour for each meal.

NEW BRUNSWICK

No person may be employed for a spell of work exceeding 6 hours without having an hour for food and rest, but, if there are shifts of 8 hours or less, a full shift may be worked without intermission.

NOVA SCOTIA

In a factory, employer must allow woman or girl not less than one hour for a noon meal; if employed after 7 p.m., not less than 45 minutes must be allowed between 5 p.m. and 8 p.m. for an evening meal.

ONTARIO

Every female in a factory, shop, bakeshop or restaurant must be allowed not less than one hour at noon for a meal, and in a factory where overtime is permitted and work continues beyond 7 p.m., not less than 45 minutes must be allowed for an evening meal between 5 p.m. and 8 p.m.



Time for Meals (Cont'd)

When there is a two-shift system for women on day-work, not less than one hour must be allowed for a meal either between 10 a.m. and 12 m. or between 6 p.m. and 8 p.m.

Where women are permitted to work on day and night shifts on war work, one half-hour may be allowed for a meal if two 15-minute rest-periods are also given.

QUEBEC

In a factory, if the inspector so directs, every female must be allowed at least one hour at noon for a meal. If work is permitted to continue, under permit, after 6 p.m., at least 30 minutes must be given for an evening meal.

Where there is a two-shift system for women on day-work, an hour must be allowed for a meal between 10 a.m. and 12 m. and between 6 p.m. and 8 p.m.

Where women are employed on war work in shifts, a period of at least 30 minutes must be allowed during each shift for a meal.

Every person employed in a beauty parlour on the Island of Montreal must be given one hour for a midday meal and an additional hour for an evening meal on Saturday.



Time for Meals (Cont'd)

SASKATCHEWAN

In a factory, not less than one hour must be allowed at noon for a meal; where longer hours of work are permitted by inspector and continued after 7 p.m., not less than 45 minutes must be given between 5 p.m. and 8 p.m.

Rest Periods

MANITOBA

In factories, shops and offices, every female must be allowed a rest-period of not less than 10 minutes during each 4-hour spell of work.

NEW BRUNSWICK

No spell of work may exceed 6 hours without allowing an hour for food and rest but, if there are shifts of 8 hours or less, a full shift may be worked without intermission.

ONTARIO

Where women are employed on war work in shifts, two 15-minute rest-periods must be allowed if only 30 minutes is allowed for lunch.



Rest Periods (Cont'd)

QUEBEC

Where women are employed on war work in shifts, two 10 or 15-minute rest-periods must be allowed in each shift.

Weekly Rest-day

ALBERTA

The Hours of Work Act provides a weekly rest-day for all employees except farm workers and domestic servants, unless the Board of Industrial Relations orders otherwise. The Board may provide for consecutive rest-periods in relation to a work-period of four weeks.

MANITOBA

A weekly rest-day, if possible Sunday, must be given to persons employed in a city in construction, manufacturing, power laundries, dry cleaning or dyeing, printing, heavy teaming, cartage, warehousing, the business of a municipal corporation or of a school board, on street railways, or in hotels and restaurants.

Exemptions: watchmen and janitors; telegraphers; persons not usually employed more than 5 hours in a day; managers and supervisory employees; repair workers in an emergency.



Weekly Rest-day (Cont'd)

NOVA SCOTIA

Every employer in the mining, manufacturing and construction industries must allow his employees a weekly rest of 24 hours, whenever possible on Sunday.

ONTARIO

A weekly rest-day, Sunday if possible, must be given work-people in hotels and restaurants in cities of 10,000 or more.

Janitors, etc., and those employed for 5 hours or less in a day are exempted.

QUEBEC

Persons employed in hotels (except in places of less than 3,000), in restaurants or in clubs (except where members only are admitted) must have 24 consecutive hours rest in a week. In the Quebec district, the inspector may permit two rest-periods of 18 consecutive hours each instead of one 24-hour period. Where there is only one cook, the 24-hour rest may be replaced by two 12-hour periods. Office workers may also have two 12-hour rest-periods in a week.

Minimum Wage Order 4, applying generally to all industries within the scope of the Act not covered by special



Weekly Rest-day (Cont'd)

orders, provided for a weekly rest of 24 hours or two 18-hour rest-periods. This provision was suspended as to war industries on June 1, 1940, and the suspending order has been renewed from time to time. A similar provision in a special Minimum Wage Order was suspended on November 27, 1940.

**SASKATCHEWAN**

Persons employed in a city, or partly within a city, are entitled to a weekly rest-day of 24 hours, wherever possible on Sunday.

Minister of Municipal Affairs may grant exemption for not more than one year. Persons exempt: watchmen; janitors; managers; part-time employees usually working not more than 5 hours in a day; any class of employees in hotels, restaurants and cafés where there are two or less in the class, in which case they must be given two half-days a week; employees hired because of an emergency which calls for immediate action; fire departments; pupil nurses, graduate nurses and others employed in a technical capacity in caring for the sick in a hospital; railroad employees; pharmacists' apprentices.

Holidays with Pay

**ALBERTA**

The Labour Welfare Act, 1943, authorizes Board of Industrial Relations to require any employer to give his



Holidays with Pay (Cont'd)

employees, after one year's employment, one week's holiday with pay or, for longer employment, up to two weeks.

Board, on April 30, 1945, required coal-mine operators to give every employee two weeks' holiday with pay at basic daily rate provided he had been employed by one employer for at least 12 months and had not been absent from work more than 90 days, including Sundays and holidays, except through causes beyond his control.

ONTARIO

The Hours of Work and Vacations with Pay Act, 1944, stipulates that every employee in any business, trade or occupation, except farm workers and domestic servants, must be given at least one week's holiday with pay in every year of employment, subject to regulations made by the Board.

By regulation, every employee granted a holiday is entitled to a minimum of 2% of his annual earnings as holiday pay.

SASKATCHEWAN

The Annual Holidays with Pay Act, 1944, provides for every employee, except one employed on a farm or in market gardening, or in a family business, a holiday of two weeks after every year of employment. The worker may take this



Holidays with Pay (Cont'd)

holiday in one period or in two periods of one week each and he may take the fortnight within 10 months after he becomes entitled to it. He must be paid for the holiday period one-twenty-sixth of his total wage for the year.



. 2. Laws Governing Conditions of Work

Health and Safety, General

BRITISH COLUMBIA

No person may be employed in a factory so that her health is likely to be permanently injured.

MANITOBA

No factory may be kept so that the safety of any employee is endangered or the health of any person likely to be permanently injured.

NOVA SCOTIA

No person may be employed in a factory so that health is likely to be permanently injured or safety likely to be endangered.

ONTARIO

No factory, shop, restaurant or office building may be kept so that the safety of employees is endangered or the health of workers likely to be injured.

QUEBEC

Every factory and shop must be kept so as to secure the safety and health of the employees.



Health and Safety, General (cont'd)

SASKATCHEWAN

A factory may not be kept so that the safety of any employee is endangered or the health of any person likely to be permanently injured.

Machinery

BRITISH COLUMBIA

No girl under 18 may clean any part of machinery while it is in motion.

No female may clean such part of machinery as mill-earing while it is in motion.

No girl under 18 may work between the fixed and traversing part of any self-acting machine while the latter is in motion.

NEW BRUNSWICK

No person may clean such part of machinery as mill-earing while it is in motion.

No woman or girl may work between fixed and traversing part of any self-acting machine while the latter is in motion.



achinery (Cont'd)

NOVA SCOTIA

No woman may clean such part of machinery as mill-gearing while it is in motion.

No girl under 18 may work between fixed and traversing part of any self-acting machine while it is in motion.

ONTARIO

No woman may clean such part of machinery as mill-gearing while it is in motion.

No woman may work between fixed and traversing part of any self-acting machine while it is in motion.

No woman may work at a machine without first receiving adequate instructions as to its operation and danger, without adequate supervision by an experienced person.

QUEBEC

No person may clean or repair any part of machinery while it is in motion.

No woman may perform any operation connected with lifting or other means of power-transmission.



Machinery (Cont'd)

ALBERTA

No girl under 18 may clean any part of machinery while it is in motion.

No female may clean such part of machinery as mill-gearing while it is in motion.

No girl under 18 may work between the fixed and traversing part of a self-acting machine while the machine is in motion.

Safety Clothing

ALBERTA

Women working about machinery or belting must wear caps or net and not wear jewellery which may be caught.

Board of Industrial Relations may prescribe safety clothing or appliances for employees.

BRITISH COLUMBIA

Women working about dangerous machinery must wear cap or other protective covering for head, and coverall or slacks and, if inspector directs, women may not wear jewellery, open-toed shoes or high heels during working hours.



Safety Clothing (Cont'd)

NEW BRUNSWICK

Women in a factory must wear hair short or close to the head or in a cap or net.

ONTARIO

Women in a factory must wear caps or suitable head-covering.

QUEBEC

Females must protect their hair, as directed by the inspector, so that it will not touch moving shafting or machines or the material which they are handling.

SASKATCHEWAN

Young girls and women in factories must wear hair close to the head or in a cap or net, so that it will not touch working machines or shafting or material being handled.

Weight-Lifting

ALBERTA

Board of Industrial Relations may prohibit women lifting or carrying weights greater than prescribed by Board.



Weight-Lifting (Cont'd)

BRITISH COLUMBIA

Women may not be required to lift more than 35 lbs. in the course of their regular work.

No woman in a factory may do any overhead lifting or stacking.

Seats

ALBERTA

In any employment, inspector may require employer to provide suitable chair or seat for every woman and employer must permit its use.

BRITISH COLUMBIA

In a factory, if inspector directs, seats with back-rests must be provided for women.

In a shop, a suitable seat must be provided for every woman and she must be permitted to use it.

MANITOBA

In shops, seats must be provided for saleswomen in proportion of one to 4 employees and employer must permit their use.



Seats (Cont'd)

NEW BRUNSWICK

In a factory, employer must provide suitable chair for every woman and must allow her to use it when her work permits. If inspector considers all or a substantial proportion of the work can be done while women are seated, employer must provide seats as directed by inspector.

QUEBEC

Employees in factories or shops whose occupations permit of their sitting down must be provided with seats with suitable backs.

Room for Meals

ALBERTA

In a factory or shop, inspector may prohibit the eating of meals in room where a manufacturing process is being carried on, and may direct provision of suitable room or place for taking meals.

BRITISH COLUMBIA

Inspector may prohibit any young girl or woman from taking meals in room where a manufacturing process is being



Room for Meals (Cont'd)

carried on; on written direction of inspector, employer must provide suitable room or place for meals.

MANITOBA

Inspector may prohibit the eating of meals in room where a manufacturing process is being carried on, and may direct provision of suitable dining-room. In factories or shops where employees remain for lunch, suitable provision for dining and rest purposes must be made.

ONTARIO

In a factory or shop where 35 or more women are employed, or if the inspector so directs, a properly equipped room must be provided by the employer for meals.

QUEBEC

Having regard to the number of employees, the inspector may require employers to provide a suitable place for taking meals and for changing clothes.

Inspector may prohibit the eating of meals in room where work is carried on.

Employees must be given facilities for warming their food and, in bad weather, must be given a sheltered place to eat it.



Room for Meals (Cont'd)

SASKATCHEWAN

If inspector so directs, employer may not allow female to take meals in room where a manufacturing process is carried on.

If inspector so directs, employer must provide suitable room or place for taking meals.

Dressing-Room or Rest-Room

ALBERTA

Board of Industrial Relations may require an employer to provide lockers for employees' clothing.

BRITISH COLUMBIA

If inspector directs, women's dressing-rooms with individual lockers must be provided in factories.

NEW BRUNSWICK

Employer must provide "rest-room facilities" satisfactory to Minister.

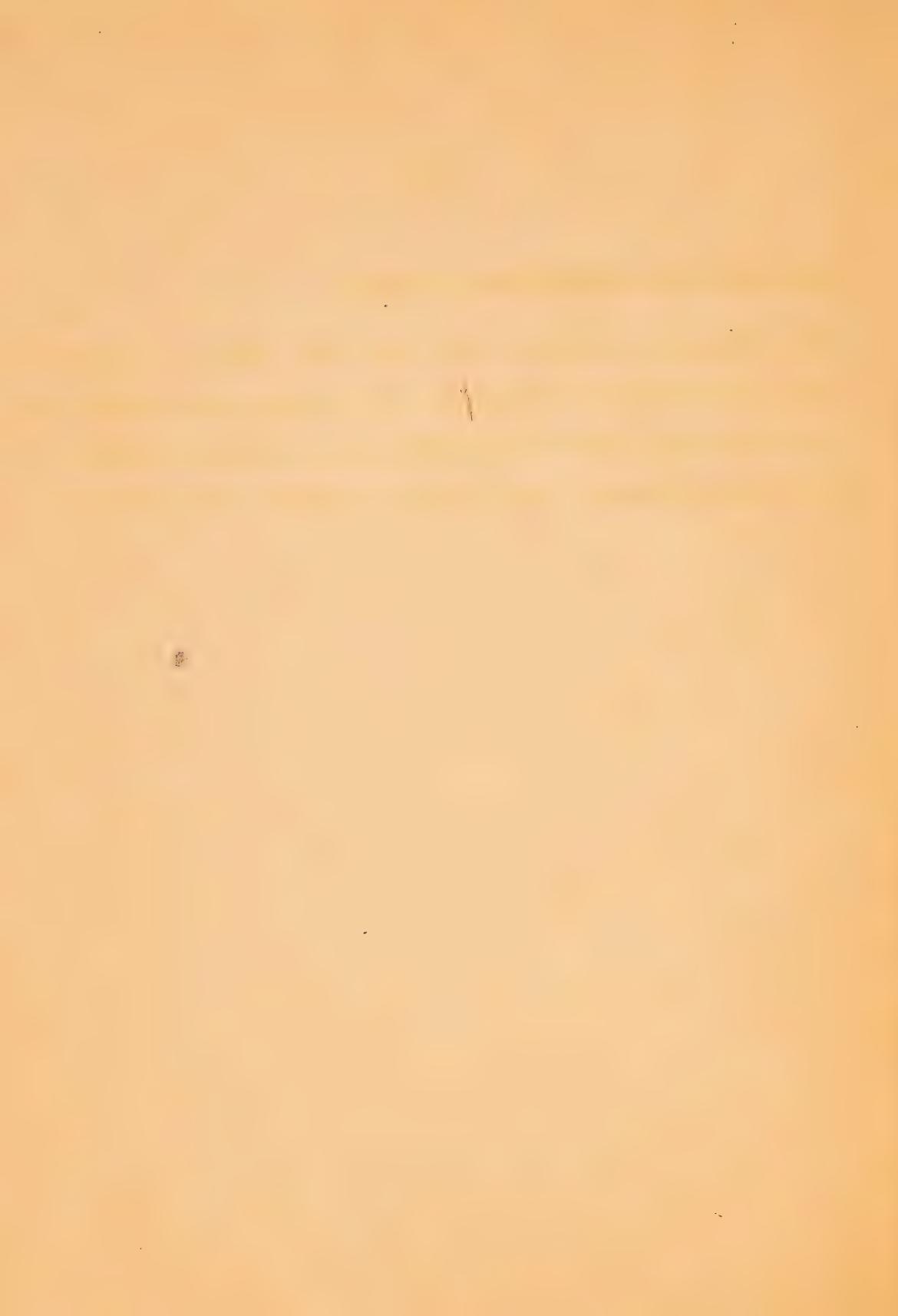
ONTARIO

Except where Chief Inspector gives written exemption, in factory, shop, bakeshop, restaurant or office where 10 or



Dressing-Room or Rest-Room (Cont'd)

more women are employed, employer must provide a rest-room equipped with one or more cots or couches and chairs; where 35 or more are employed or where inspector considers it necessary, employer must employ a welfare supervisor.



### 3. Prohibited Employments.

#### ALBERTA

No girl or woman may be employed in any mine or about surface working except in clerical or domestic work.

No person under 21 may be employed in selling or serving beer in hotel, club or canteens. No woman may be employed in a hotel except with permit.

No girl under 18 may be employed in a restaurant or hotel except with written consent of her parent.

No girl under 18 may be employed in a billiard room or bowling-alley but, for duration of war, a girl over 16 and under 18 may, with parent's consent, be employed to set up pins in a bowling-alley.

#### BRITISH COLUMBIA

No female may be employed underground in any coal mine or in or about the surface workings of a colliery except in clerical or domestic work.

No female may be employed in or about any metalliferous mine except in a technical, clerical or domestic capacity.

No white woman (or Indian) may be employed in any laundry, restaurant or place of amusement if such employment is considered undesirable by municipal or provincial police.



No woman or girl may be employed to handle, sell or serve beer in any licensed premises.

#### MANITOBA

No woman or girl may be employed underground in a mine but, during the war and for 6 months thereafter, the provincial Director of Mines may, on conditions he lays down, permit women to be employed about the surface of a mine or in a metallurgical works.

No woman or girl may be employed to sell, handle or serve beer in any beer parlour.

#### NEW BRUNSWICK

No woman or girl may be employed in the working of a mine.

#### NOVA SCOTIA

The Nova Scotia Coal Mines and Metalliferous Mines Acts do not contain any express prohibition of the employment of women but they have never been employed in mines.

#### ONTARIO

No woman or girl may be employed in or about any mine except in a technical, clerical or domestic capacity.



After consultation with the Ontario authorities, the Dominion Government, in view of the shortage of male workers, passed Orders in Council under the War Measures Act, permitting, under conditions laid down by the Minister of Labour after consulting the Ontario Minister of Mines, which are enforced by the Ontario Department of Mines, women to be employed in certain departments of the surface operations or metallurgical works of the International Nickel Company, the Algoma Ore Properties Ltd., and the Algoma Steel Corporation. The following conditions apply:

No females may be employed in "hot sinter" operations.

No girl under 18 may be employed.

No female may work more than 8 hours in a day or more than 48 in a week except to change shifts and where relief fails to report an extra 4 hours may be worked. In no case may a female work more than 60 hours in a week.

At least  $\frac{1}{2}$  hour must be given for lunch and no shift may begin or end between 11.15 p.m. and 7 a.m. If a woman leaves the plant between those hours, she must be given transport to her home.

Every female must be medically examined before employment.

Dressing-rooms, rest-rooms, wash-rooms and toilets, properly equipped, with separate entrances from those for men, must be provided.

Suitable lunch rooms, separate from the wash and toilet rooms, must be provided.

If more than 12 women are on a shift, a qualified attendant must be employed and in any case there must be one from 11.15 p.m. - 7 a.m.

A sufficient number of seats must be provided for women when their work does not require them to stand.



Women, except in offices, must confine their hair in a cap and wear suitable safety clothing.

No woman may clean or oil any machinery when in so doing it is necessary to touch any moving part.

Proper prophylactic measures against dermatitis and other occupational diseases, especially lead poisoning, must be taken.

No woman may be required to lift any burden the weight of which is sufficient to injure a normal woman.

No female may be employed so that she is required to lodge in a "work-camp" of six or more persons, unless a permit has been obtained.

No person under 18 may be employed in serving beer or wine at meals on premises where sale is authorized and no person under 18 and no woman may be employed in a beverage room.

#### QUEBEC

No woman or girl may be employed in the working of a mine.

No woman or girl may be employed in the following occupations or establishments or any part of them:

Abattoirs or where there is refuse from abattoirs; acids, muriatic, nitric or sulphuric; arsenic (white); preparation of asphalt; benzine; crushing or filling barrels with cement; cleaning of iron, brass or zinc with acids; crushing of lime, plaster or stone; supervising dynamos; dynamite; making fertilizers; flaying of horses or other animals; gas; galvanizing iron;



plating mirrors; boxing Paris Green; dyeing skins; smelting and rolling of iron, brass, lead or zinc; boiling tallow; dipping iron bars or wooden blocks in tar; white lead.

No girl under 18 may be employed in the following:

Boxing of baking-powder; rolling of dough in bakeries; heating or cleaning wools or carpets (on a large scale); soldering of boxes in a cannery; cartridges; on machinery for rolling candy in confectionery establishments; grinding and turning of stones in cutlery works; dry polishing crystal; mechanical pounding of drugs; dry polishing iron, brass or horn; glue; running of hoists or elevators; sawing or polishing marble; mixing and dipping departments of a match factory; oilcloth; storing or manufacturing oils; handling and barreiling oxide of iron; sorting and handling rags; varnishing department of a rubber works; sand-papering wood by machinery; working presses for stamping sheet-metal; preparing and glossing skins and leather; tinning sheet-iron utensils and wire; working on edge-tool machines.

No woman may be employed to sell beer in a tavern in a city or town (i.e., in a place where beer is sold by the glass to be consumed on premises.)

#### SASKATCHEWAN

No female may be employed in or about a mine except in a technical, clerical or domestic capacity.

No female may be employed so that she is required to lodge or work in a hotel, boarding-house, café, restaurant or laundry, unless a licence has been obtained by the employer from the municipality.



No female may be employed in the sale, handling or serving of beer in or about any licensed premises. No person under 21 may sell, handle or serve beer in a canteen for soldiers, veterans or members of the Royal Canadian Mounted Police.



#### 4. Laws Governing Home-Work

##### ALBERTA

Every person contracting for the manufacture or alteration outside a factory of any article of clothing or part of such article must keep a register of the names and addresses of the persons contracted with. The register is to be open to the factory inspector and a copy sent to him monthly.

Inspector may enter and inspect premises. If not satisfactory, no further articles may be sent there, nor articles which have been made there sold until permission is given by the Board of Health.

##### BRITISH COLUMBIA

Employer giving out, and home-worker taking, work to be done at home must each have permit from inspector which must indicate the purpose and scope of the authority granted.

Employer's permit may be issued only if inspector is satisfied that the employer is likely to comply with minimum wage and hours of work laws.

Home-worker's permit may be issued only if the inspector is satisfied that the home-worker, with respect to



his health, home and other premises, is a fit person to work on personal or household articles.

Employer must keep available for the inspector a register of the names and addresses of home-workers, particulars of work given to be done at home, the dates and times of employment and wages.

Homes may be inspected and articles seized if unsanitary conditions exist. Employer's or worker's permit may be cancelled for breach of wages or hours laws or home-work provisions or if health and sanitary conditions are unsatisfactory.

#### QUEBEC

Persons working at home for wages, except domestic servants, are within the scope of the Minimum Wage Act and must be paid at least the minimum hourly rates fixed for the particular class of work less a maximum of 10% or, if on piece-work or paid on any other basis, must be paid the rate payable at the workshop less 10%.



5. Laws Concerning Employment before  
or after Child-birth

ALBERTA

Board of Industrial Relations may prohibit the employment of a pregnant woman at night, and may forbid the employment on day-work of a woman for six weeks before and two months after delivery.

BRITISH COLUMBIA

A woman may not be employed for six weeks following confinement; she may leave her work on producing a medical certificate that her confinement will probably take place within six weeks. A woman must, if she is nursing her child, be allowed half an hour twice a day during working hours for this purpose.









